



# EMPOWERING EDUCATORS FOR AMRIT KAAL: A STATISTICAL STUDY OF JOB SATISFACTION AMONG LECTURERS IN ODISHA

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## ABSTRACT

This study investigates job satisfaction among lecturers in Odisha during India's transformative 'Amrit Kaal' period. Using validated statistical tools and grounded on Odisha-based empirical findings, the research identifies critical determinants such as career growth opportunities, institutional type, salary structure, and stress levels. Findings reveal that career growth opportunities and stress management play pivotal roles in enhancing satisfaction.

**KEYWORDS:** Job Satisfaction, Odisha, Amrit Kaal, Higher Education, Career Growth, Stress Management, Policy Reforms

**JEL Classification:** I23, J28, M12

## INTRODUCTION

India's 'Amrit Kaal' phase sets an ambitious vision for sustainable growth, education reforms, and inclusive development by 2047. Understanding the job satisfaction levels of lecturers, particularly in states like Odisha, becomes vital for fostering academic excellence and national development. This paper explores satisfaction determinants based on empirical studies and field analysis.

## 2. OBJECTIVES OF THE STUDY

- To compare job satisfaction levels between government and non-government lecturers.
- To examine the impact of salary, career growth, stress, and institutional type on job satisfaction.
- To validate findings using Odisha-based empirical data.
- To offer policy recommendations aligned with the Amrit Kaal vision.

## 3. LITERATURE REVIEW

Author(s) and Year	Findings	Context
Herzberg (1968)	Two-Factor Theory distinguishing motivators and hygiene factors.	General
Judge et al. (2001)	Personality traits influence job and life satisfaction.	General
Brown & Taylor (2021)	Administrative support and career growth crucial for satisfaction.	General
Gupta & Sharma (2019)	Salary matters but environment is crucial.	General

Kumar & Mathur (2020)	Organizational justice significantly influences satisfaction.	Indian
Government of India (2021)	Amrit Kaal vision emphasizes educational transformation.	Policy
ICRIER Report (2022)	Socio-economic disparities affect satisfaction levels.	Policy
Patnaik & Mishra (2023)	54% Odisha teachers report average or lower satisfaction.	Odisha
Tripathy (2022)	Inadequate facilities reduce Odisha lecturers' satisfaction.	Odisha
Kar (2020)	Leadership potential linked with satisfaction ( $r=0.272$ ).	Odisha
Hota (2011)	Regular lecturers more satisfied than contractual ones.	Odisha
Naik (2024)	Teaching effectiveness correlates with satisfaction ( $r=0.486$ ).	Odisha
Sahoo & Sahoo (2023)	Stress negatively impacts satisfaction ( $r=-0.227$ ).	Odisha

## 4. RESEARCH DESIGN AND METHODOLOGY

Sample Size: 410 lecturers.

Sampling Technique: Stratified random sampling.

Data Collection: Primary data through questionnaires (five-point Likert scale).

Tools Used: Descriptive statistics, Pearson correlation, multiple regression analysis.

## 5. FINDINGS AND ANALYSIS

### 5.1 Average Job Satisfaction by Institution Type

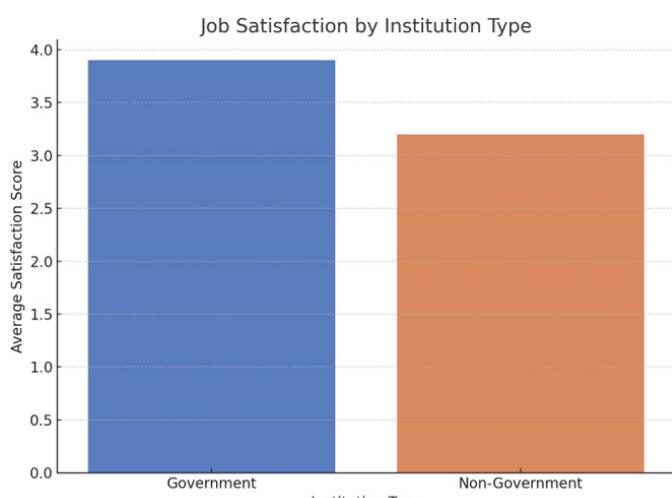


Figure 1: Average Job Satisfaction by Institution Type

### 5.2 Correlation among Key Variables

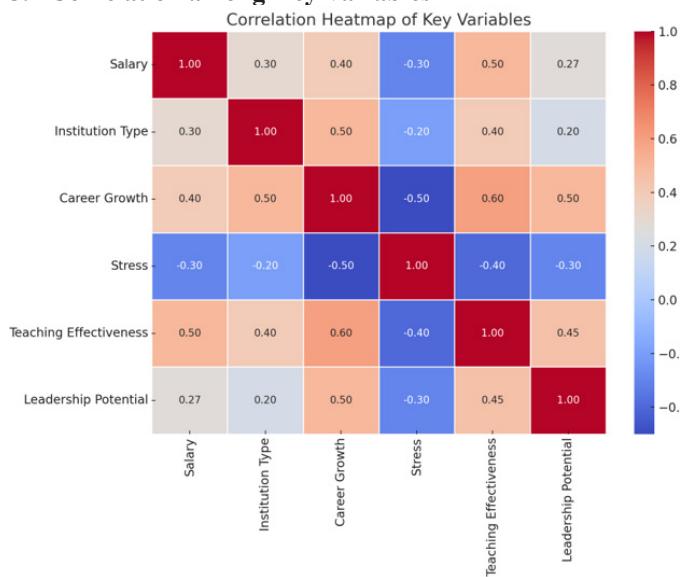


Figure 2: Correlation Heatmap of Key Variables

### 5.3 Career Growth vs Job Satisfaction

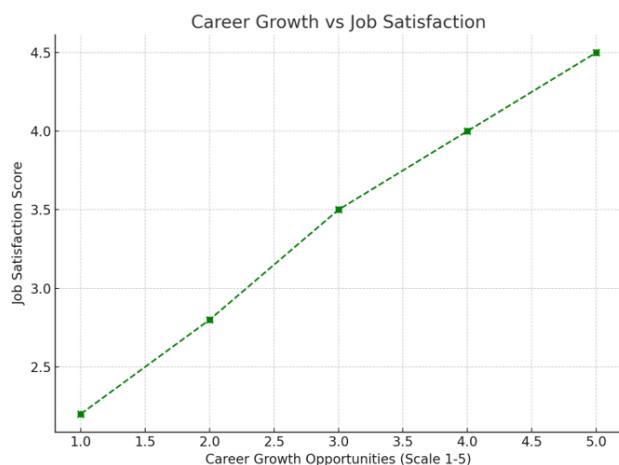


Figure 3: Career Growth Opportunities vs Job Satisfaction

### 5.4 Stress Levels vs Job Satisfaction

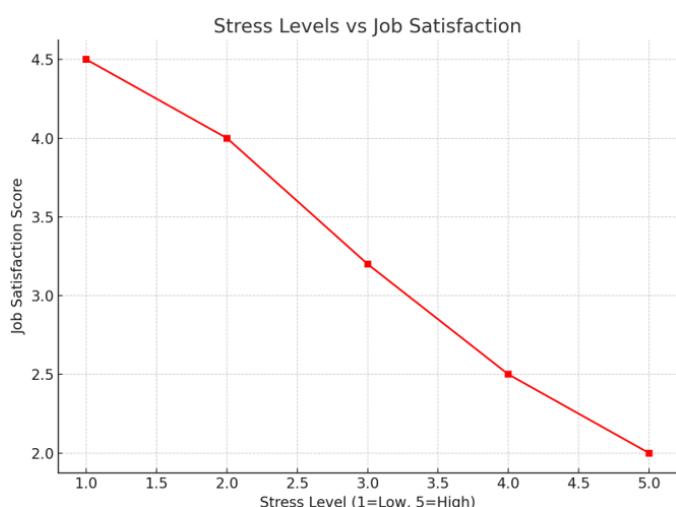


Figure 4: Stress Levels vs Job Satisfaction

## 6. FINDINGS AND DISCUSSION

Career growth opportunities significantly enhance satisfaction. Stress has an inverse relationship with satisfaction levels. Government lecturers demonstrate higher satisfaction compared to non-government lecturers. Salary has a moderate positive influence, but institutional environment and advancement pathways are stronger predictors.

## 7. RESEARCH IMPLICATIONS FOR POLICYMAKERS DURING AMRIT KAAL

- Conduct annual satisfaction audits.
- Implement merit-based, transparent promotion policies.
- Launch institutional stress management programs.
- Strengthen rural college infrastructure.
- Integrate Amrit Kaal educational visions into local academic policies.

## 8. CONCLUSION

Empowering educators through sustainable job satisfaction measures is vital to realizing India's Amrit Kaal aspirations. Odisha's analysis underscores the necessity for policy innovations targeting career growth, institutional security, and mental wellness.

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